

# Conflicts of Interest Policy

This Conflicts of Interest Policy is designed to ensure that Hillgrove Resources and its Directors, Officers, Employees, and Contractors maintain the highest standards of integrity, transparency, and accountability in managing actual, potential, or perceived conflicts of interest. A conflict of interest arises when personal interests, whether financial, relational, or otherwise compromise, or appear to compromise, a person's ability to act in the best interests of Hillgrove Resources.

## Principles and Commitments Regarding Conflicts of Interest

- Personal interests must never be allowed to influence, or appear to influence, decisions made on behalf of Hillgrove Resources. All actions must reflect our commitment to ethical business practices and fair dealing.
- We foster an environment where individuals feel safe and are encouraged to speak up early and responsibly about conflicts, with the assurance that disclosures will be handled sensitively, appropriately, and confidentially where required.
- Each individual is accountable for identifying and managing their personal circumstances that may give rise to a conflict. Leaders within Hillgrove Resources are responsible for modelling best practice behaviours and guiding others in the appropriate response to conflicts. Management will take reasonable steps to mitigate risks and ensure decisions are made impartially.
- We are committed to ensuring that all business decisions are made in the best interest of Hillgrove Resources and free from improper influence. Where a conflict exists, steps will be taken to remove or manage the conflicted individual's involvement in the relevant decision-making process, thereby protecting the integrity of corporate outcomes.
- This Conflicts of Interest Policy operates in conjunction with our obligations under the Corporations Act 2001 (Cth), ASX Listing Rules, and Hillgrove Resources broader governance framework.
- We are committed to providing ongoing training, awareness, and support to ensure our people understand the importance of this policy and their individual responsibilities under it.

The implementation and monitoring of this policy will be overseen by the Hillgrove Resources Board.

**R (Bob) Fulker**

CEO Hillgrove Resources